

54/A files

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28 September 1967

MEMORANDUM FOR: Director of Personnel

SUBJECT: Request for Exception to Normal Hiring Rate

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1. [REDACTED] a highly qualified young geographer currently employed as an urban planner in [REDACTED] is under recruitment by this Office to fill a vacancy in the Far East/Pacific Branch of the Geography Division. [REDACTED] has [REDACTED]

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He is a mature person who has impressed both the field recruiter and headquarters interviewers. In addition to his excellent scholastic record and demonstrated employment success, [REDACTED] is attractive because he has an unusually strong background in writing.

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2. [REDACTED] interest in intelligence research as a career was first made known in 1965, but there were no suitable slots at the time. Now, as a result of T/O increases for priority research on China, it is possible to place [REDACTED] where needs are critical and qualified prospects are few. A problem has arisen, however, because of the disparity between the salary of the grade level at which [REDACTED] may be suitably recruited (GS-10, \$8,421 per annum) and his current salary as an urban planner (\$8,725 per annum). [REDACTED] is married and cannot absorb this reduction in salary as well as the costs of moving his household across the U.S., which he understands is his responsibility. The Agency must therefore at least match his salary if it is to bring [REDACTED] aboard successfully. I feel it undesirable from a management standpoint to overgrade him; the alternative then is to bring him aboard at an appropriate higher step of GS-10.

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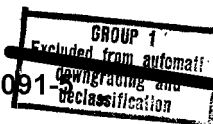
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3. In consideration of these factors, authority is requested to deviate from normal hiring rates and recruit [REDACTED] at a GS-10, step 3 (\$8,997 per annum). This action will demonstrate that the Agency is playing as fair as it can with him and encourage

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him to follow through on his decision despite the personal disruption and monetary loss already entailed.

(signed)  
JAMES A. BRAMMELL

JAMES A. BRAMMELL  
Director  
Basic and Geographic Intelligence

CONCUR:

\_\_\_\_\_  
DDI Administrative Staff

\_\_\_\_\_  
Date

APPROVED:

\_\_\_\_\_  
Director of Personnel

\_\_\_\_\_  
Date

Distribution:

O&2 - Addressee

1 - DDI

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St/A/BGI: [REDACTED]: jmc/2454 (28 Sep 1967)

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